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HIGHLIGHTS OF GRAND RAPIDS-MUSKEGON-HOLLAND, MI NATIONAL COMPENSATION SURVEY MARCH 2001

Workers in the Grand Rapids-Muskegon-Holland, Michigan metropolitan area averaged \$16.76 per hour during March 2001, according to a new survey released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$20.36 per hour and accounted for 41 percent of the workers in the area. Blue-collar employees averaged \$15.37 per hour and represented 45 percent of the workforce, while the remainder worked in service occupations and earned \$10.97 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 229 firms representing 287,900 workers in the Grand Rapids-Muskegon-Holland metropolitan area, which includes Allegan, Kent, Muskegon, and Ottawa Counties. Eighty-five percent of those represented worked in private industry.

In the Grand Rapids-Muskegon-Holland metropolitan area, average hourly wages were published for 38 detailed occupations. Among white-collar workers, registered nurses averaged \$23.86 per hour; secretaries, \$14.29; and teachers' aides, \$11.78. Blue-collar occupations included industrial machinery repairers earning \$20.13 per hour; truck drivers at \$14.35; and assemblers at \$13.43. In the service occupations, janitors and cleaners were paid \$13.20 per hour and cooks, \$8.69.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Grand Rapids-Muskegon-Holland area averaged \$17.39 per hour and part-timers earned \$10.22. Union workers in blue-collar jobs averaged \$17.99 per hour, while their non-union counterparts made \$13.72. Private industry workers in establishments employing 50-99 workers averaged \$11.68 per hour and those in establishments with 500 or more employees earned \$17.66.

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the Grand Rapids-Muskegon-Holland, MI National Compensation Survey March 2001 (Bulletin 3110-22). While supplies last, single copies of the bulletin are available from the Chicago Information Office by calling 312-353-1880. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at www.bls.gov/ncs/ocs/compub.htm. Survey tables can also be obtained from the Bureau's fax-on-demand service by dialing (312) 353-1880, menu option 1. Up to four documents at a time may be selected and faxed to you within minutes, 24 hours a day.

BLS Fax-on-Demand - Chicago (312) 353-1880, option 1		
Document no.	National Compensation Survey Grand Rapids-Muskegon-Holland, MI March 2001	Pages
9825	News Release	6
9826	Table 1-1, 2-1, 2-2, 2-3. Mean hourly earnings by occupation, industry, for full-time and part-time workers. Table 3-1 and 3-2. Mean weekly and mean annual earnings and hours	10
9827	Tables 4-1, 4-2, to 4-3. Hourly earnings for selected occupations and levels.	9
9828	Tables 5-1, 5-2, to 5-3. Hourly earnings by worker characteristics. Tables 6-1, 6-2, 6-3, 6-4, 6-5. Hourly wage percentiles for selected occupations.	11
9829	Appendix A. Technical Note containing survey procedures & concepts Table 1 - Number of workers represented by survey	5
9455	Appendix B. Occupational Classifications	8
9456	Appendix C. Generic Leveling Criteria Appendix D. Evaluating Your Firm's Jobs Appendix E. A Guide for Users of Prior BLS Wage Surveys	10

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Chicago Information Office at (312) 353-1880 from 9:00 a.m. to 4:00 p.m. ET.

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Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Grand Rapids-Muskegon-Holland, MI, March 2001

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.76	3.7	\$15.99	4.3	\$22.47	3.2
All excluding sales	16.80	3.8	15.99	4.6	22.47	3.2
White collar	20.36	4.4	19.06	5.8	25.81	3.7
White collar excluding sales	20.85	4.7	19.50	6.3	25.81	3.7
Professional specialty and technical	24.45	4.1	22.27	5.9	30.29	4.8
Professional specialty	27.60	4.5	25.42	6.8	31.47	5.1
Engineers, architects, and surveyors	30.51	4.7	30.68	4.8	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.92	9.2	26.43	9.8	23.27	9.3
Registered nurses	23.86	6.4	24.46	6.7	20.89	.9
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	29.13	9.3	—	—	34.93	4.7
Prekindergarten and kindergarten	15.34	28.4	—	—	—	—
Elementary school teachers	34.15	7.0	—	—	36.77	4.4
Secondary school teachers	33.43	6.4	—	—	35.88	6.9
Teachers, special education	39.11	7.5	—	—	39.11	7.5
Teachers, n.e.c.	28.58	14.9	—	—	28.58	14.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.25	12.2	—	—	20.25	12.2
Social workers	22.30	10.0	—	—	22.30	10.0
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	17.77	9.0	17.60	9.9	19.63	6.1
Licensed practical nurses	13.67	3.7	—	—	—	—
Executive, administrative, and managerial	30.47	4.3	29.47	5.3	35.83	7.7
Executives, administrators, and managers	31.98	4.8	30.59	5.8	39.81	6.6
Administrators, education and related fields	43.38	1.9	—	—	43.38	1.9
Managers and administrators, n.e.c.	29.62	6.3	28.47	7.0	—	—
Management related	24.66	8.5	25.05	9.9	—	—
Sales	15.89	16.9	15.89	16.9	—	—
Cashiers	9.55	4.4	9.55	4.4	—	—
Administrative support, including clerical	12.65	2.7	12.30	3.2	14.27	2.8
Secretaries	14.29	4.6	14.44	5.5	13.83	6.5
Bookkeepers, accounting and auditing clerks	12.98	8.3	12.24	9.0	15.89	3.2
Billing clerks	12.12	3.4	—	—	—	—
Stock and inventory clerks	12.22	5.1	12.22	5.1	—	—
General office clerks	11.91	5.3	10.85	6.8	13.14	6.4
Teachers' aides	11.78	3.9	—	—	11.78	3.9
Administrative support, n.e.c.	12.61	10.7	11.99	13.2	—	—
Blue collar	15.37	4.8	15.30	4.9	17.70	4.8
Precision production, craft, and repair	19.76	5.1	19.86	5.4	18.35	2.2
Industrial machinery repairers	20.13	5.3	20.13	5.6	—	—
Supervisors, production	21.37	11.3	21.37	11.3	—	—
Machine operators, assemblers, and inspectors	14.28	6.3	14.28	6.3	—	—
Punching and stamping press operators	15.71	13.1	15.71	13.1	—	—
Fabricating machine operators, n.e.c.	18.13	13.3	18.13	13.3	—	—
Painting and paint spraying machine operators ..	13.68	12.1	13.68	12.1	—	—
Slicing and cutting machine operators	15.06	10.9	15.06	10.9	—	—
Miscellaneous machine operators, n.e.c.	12.55	7.8	12.55	7.8	—	—
Assemblers	13.43	8.6	13.43	8.6	—	—
Miscellaneous hand working, n.e.c.	17.06	16.2	17.06	16.2	—	—
Production inspectors, checkers and examiners ..	17.84	15.9	17.84	15.9	—	—
Transportation and material moving	15.22	5.6	15.14	5.8	16.78	13.7
Truck drivers	14.35	4.1	14.34	4.2	—	—
Industrial truck and tractor equipment operators ..	14.77	11.2	14.77	11.2	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Grand Rapids-Muskegon-Holland, MI, March 2001 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers	\$11.36	5.0	\$11.19	5.0	\$16.64	26.4
Service	10.97	10.6	9.26	14.3	16.33	4.0
Protective service	19.52	3.8	—	—	19.52	3.8
Police and detectives, public service	21.36	3.0	—	—	21.36	3.0
Food service	6.52	10.4	6.30	10.4	11.47	5.6
Waiters, waitresses, and bartenders	4.16	13.7	4.16	13.7	—	—
Waiters and waitresses	3.70	21.1	3.70	21.1	—	—
Other food service	8.09	10.3	7.83	10.2	11.47	5.6
Cooks	8.69	10.5	—	—	—	—
Kitchen workers, food preparation	8.58	7.8	8.58	7.8	—	—
Food preparation, n.e.c.	6.85	9.9	—	—	10.84	4.8
Health service	11.60	3.3	11.31	4.1	12.44	5.4
Health aides, except nursing	12.64	3.9	—	—	—	—
Nursing aides, orderlies and attendants	11.06	3.8	—	—	—	—
Cleaning and building service	13.52	10.8	13.34	13.2	14.43	6.9
Janitors and cleaners	13.20	5.1	13.09	7.0	13.50	2.2
Personal service	10.12	7.5	—	—	10.71	6.4

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Grand Rapids-Muskegon-Holland, MI, March 2001

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$17.39	\$10.22	\$18.60	\$15.88	\$16.76	\$16.81
All excluding sales	17.38	10.38	18.86	15.79	16.89	13.93
White collar	21.13	13.52	21.92	19.87	20.21	25.65
White-collar excluding sales	21.44	14.74	23.30	20.08	20.82	—
Professional specialty and technical	25.19	18.40	25.91	23.51	24.45	—
Professional specialty	28.32	21.53	30.66	25.68	27.60	—
Technical	18.49	12.33	16.31	18.76	17.77	—
Executive, administrative, and managerial	30.47	—	31.22	30.42	30.58	—
Sales	17.76	8.52	—	17.85	12.61	—
Administrative support, including clerical	12.89	10.61	14.40	12.34	12.65	—
Blue collar	15.75	8.24	17.99	13.72	15.50	13.14
Precision production, craft, and repair	19.76	—	21.04	18.76	19.80	—
Machine operators, assemblers, and inspectors	14.51	—	18.07	11.96	14.40	—
Transportation and material moving	15.26	—	18.26	13.99	15.21	—
Handlers, equipment cleaners, helpers, and laborers	12.51	7.27	—	11.35	11.43	—
Service	11.94	6.93	14.08	9.32	10.97	—
	Relative error ⁶ (percent)					
All occupations	3.7	10.3	4.5	4.8	3.8	16.3
All excluding sales	3.9	11.1	4.5	5.1	3.9	7.8
White collar	4.4	11.4	4.9	5.8	4.6	19.7
White-collar excluding sales	4.7	12.2	4.8	6.3	4.7	—
Professional specialty and technical	4.5	10.2	6.3	6.0	4.1	—
Professional specialty	4.5	13.0	5.8	6.9	4.5	—
Technical	9.3	6.6	11.4	12.4	9.0	—
Executive, administrative, and managerial	4.3	—	14.3	4.6	4.4	—
Sales	17.4	3.6	—	19.0	11.3	—
Administrative support, including clerical	2.8	8.2	4.1	3.0	2.7	—
Blue collar	4.8	4.9	7.0	4.5	5.0	6.5
Precision production, craft, and repair	5.1	—	8.5	5.1	5.1	—
Machine operators, assemblers, and inspectors	6.4	—	8.2	6.0	6.5	—
Transportation and material moving	5.7	—	7.5	6.3	6.8	—
Handlers, equipment cleaners, helpers, and laborers	5.8	5.2	—	6.1	5.4	—
Service	12.6	17.1	5.5	16.5	10.6	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Grand Rapids-Muskegon-Holland, MI, March 2001**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$15.99	\$11.68	\$16.87	\$16.25	\$17.66
All excluding sales	15.99	11.55	16.87	15.97	18.02
White collar	19.06	15.06	20.06	20.74	19.17
White-collar excluding sales	19.50	15.48	20.41	20.30	20.56
Professional specialty and technical	22.27	—	23.01	23.76	22.48
Professional specialty	25.42	—	26.43	25.72	27.19
Technical	17.60	—	17.98	18.27	17.87
Executive, administrative, and managerial	29.47	33.60	28.53	28.27	29.58
Sales	15.89	13.21	17.07	25.61	—
Administrative support, including clerical	12.30	11.43	12.69	12.36	13.34
Blue collar	15.30	12.84	15.56	13.86	17.86
Precision production, craft, and repair	19.86	17.51	20.06	17.27	23.31
Machine operators, assemblers, and inspectors	14.28	—	14.50	12.66	17.00
Transportation and material moving	15.14	13.66	15.45	13.96	—
Handlers, equipment cleaners, helpers, and laborers	11.19	11.42	11.12	12.18	—
Service	9.26	5.52	12.24	13.57	11.31
	Relative error ⁴ (percent)				
All occupations	4.3	12.1	4.3	6.3	5.8
All excluding sales	4.6	12.4	4.5	6.7	5.7
White collar	5.8	13.3	5.7	8.4	6.3
White-collar excluding sales	6.3	15.0	6.1	9.6	6.1
Professional specialty and technical	5.9	—	5.2	7.2	7.2
Professional specialty	6.8	—	5.6	10.0	5.3
Technical	9.9	—	9.9	12.1	12.9
Executive, administrative, and managerial	5.3	9.3	6.4	7.8	9.1
Sales	16.9	18.5	21.3	18.8	—
Administrative support, including clerical	3.2	6.6	3.6	4.3	5.7
Blue collar	4.9	9.4	5.2	5.1	7.6
Precision production, craft, and repair	5.4	4.5	5.8	6.8	6.0
Machine operators, assemblers, and inspectors	6.3	—	6.4	6.3	9.6
Transportation and material moving	5.8	8.0	6.6	7.2	—
Handlers, equipment cleaners, helpers, and laborers	5.0	13.0	5.8	8.3	—
Service	14.3	7.9	9.4	16.0	7.0

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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